

CITY OF YUBA CITY
STAFF REPORT

Date: June 21, 2022
To: Honorable Mayor & Members of the City Council
From: Human Resources Department
Presentation By: Natalie Springer, Human Resources Director

Summary

Subject: Yuba City Fire Management Wage Reopener Side Letter

Recommendation: A. Adopt a Resolution approving a wage reopener side letter with Yuba City Fire Management

B. Approve a supplemental appropriation to 2310-61210 in the amount of \$92,300

C. Approve a supplemental appropriation to 2310-61430 in the amount of \$36,500

D. Authorize the Finance Director to transfer funds from unallocated General Fund 301 in the amount of \$128,800

Fiscal Impact: An increase in cost of \$128,800 for FY 22/23.

Purpose:

To approve the Yuba City Fire Management wage reopener side letter for cost of living salary increases, equity adjustment, benchmark the Fire Marshall to Fire Battalion Chief and new language for a May 2023 wage reopener.

Council's Strategic Goal:

This side letter addresses the City Council's Strategic Goal of public safety.

Background:

Fire Management's Memorandum of Understanding (MOU) term is July 3, 2021 through June 30, 2024. The MOU includes a wage reopener that agreed to discuss the City's financial position no later than the end of April 2022. Fire Management and the City negotiations team met to discuss the wage reopener and have come to an agreement on a side letter that addresses salary increases, equity adjustment, Fire Marshall benchmark to Fire Battalion Chief, and includes a wage reopener for May 2023.

Analysis:

Fire Management has agreed to a wage reopener side letter that:

1. Includes an 8% cost of living increase effective the first full pay period in July 2022;
2. Includes an 8.5% equity adjustment for Fire Battalion Chief the first full pay period in July 2022;
3. Includes the benchmarking of the Fire Marshal to the Fire Battalion Chief effective the first full pay period in July 2022;
4. For a wage reopener to discuss the City's financial position no later than the end of May 2023 on the issue of wage to determine if an agreement can be reached on wage increases only with any changes to be effective the first full pay period in July 2023, unless agreed otherwise. If the parties cannot agree on a wage increase during a reopener, there shall be no salary adjustment for that year.

Fiscal Impact:

An increase in cost of \$128,800 for FY 22/23.

Alternatives:

Do not approve the Fire Management side letter and provide staff direction.

Recommendation:

- A. Adopt a Resolution approving a wage reopener side letter with Yuba City Fire Management
- B. Approve a supplemental appropriation to 2310-61210 in the amount of \$92,300
- C. Approve a supplemental appropriation to 2310-61430 in the amount of \$36,500
- D. Authorize the Finance Director to transfer funds from unallocated General Fund 301 in the amount of 128,800

Attachments:

1. Cost Impact of Fire Management Side Letter Terms
2. Resolution
3. Fire Management Side Letter
4. Fire Management Salary Schedule

Prepared By:

Natalie Springer
Human Resources Director

Submitted By:

Diana Langley
City Manager

ATTACHMENT 1

City of Yuba City
Fire Mangement - June 21, 2022 Staff Report

	<i>On-going</i>	<i>One-time</i>	<i>Total</i>
FY 2022-23			
Salary increase - 8.0% COLA	\$ 128,800		128,800
Plus equity adjustments per the MOU to market & benchmarking			
Total Cost	\$ 128,800	\$ -	\$ 128,800
<i>General Fund</i>	<i>\$ 128,800</i>	<i>\$</i>	<i>128,800</i>
<i>Water</i>	<i>\$ -</i>	<i>\$</i>	<i>-</i>
<i>Wastewater</i>	<i>\$ -</i>	<i>\$</i>	<i>-</i>
<i>SASA</i>	<i>\$ -</i>	<i>\$</i>	<i>-</i>
<i>VMF</i>	<i>\$ -</i>	<i>\$</i>	<i>-</i>

ATTACHMENT 2

RESOLUTION NO. _____

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF YUBA CITY
APPROVING THE YUBA CITY FIRE MANAGEMENT SIDE LETTER
JULY 3, 2021 – JUNE 30, 2024 REGARDING WAGE REOPENER**

WHEREAS, the City recognizes the Yuba City Fire Management (Fire Management) commitment to the City and its citizens while providing outstanding and dedicated service to all;

WHEREAS, the Fire Management's side letter has a wage reopener article;

WHEREAS, in response to the wage reopener, City staff and Fire Management have negotiated a Side Letter for a cost of living salary increases, equity adjustment, benchmark the Fire Marshall to Fire Battalion Chief and new language for a May 2023 wage reopener.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Yuba City as follows:

Approve the attached Fire Management Side Letter:

1. Includes an 8% cost of living increase effective the first full pay period in July 2022;
2. Includes an 8.5% equity adjustment for Fire Battalion Chief the first full pay period in July 2022;
3. Includes the benchmarking of the Fire Marshal to the Fire Battalion Chief effective the first full pay period in July 2022;
4. For a wage reopener to discuss the City's financial position no later than the end of May 2023 on the issue of wage to determine if an agreement can be reached on wage increases only with any changes to be effective the first full pay period in July 2023, unless agreed otherwise. If the parties cannot agree on a wage increase during a reopener, there shall be no salary adjustment for that year.

Authorize staff to make any necessary clarifying language changes as long as the changes do not modify the Side Letter's substantive terms or past practice.

The Director of Finance is hereby authorized to make the necessary budget adjustments to implement the provisions of this resolution.

The foregoing Resolution of the City Council of the City of Yuba City was duly introduced, passed and adopted at a regular meeting thereof held on the 21st day of June 2022.

AYES:

NOES:

ABSENT:

Dave Shaw, Mayor

ATTEST:

Ciara Wakefield, Deputy City Clerk

Approved as to form:

Stacey Sheston
BB&K, Special Counsel

ATTACHMENT 3

Yuba City and Yuba City Fire Management
Side Letter of Agreement to the
2021-2024 MOU

The City of Yuba City ("City") and Yuba City Fire Management have met and conferred in good faith pursuant to the requirements of the Meyers-Milias-Brown Act to amend provisions of their Memorandum of Understanding ("MOU"), including applicable side letters, with a current term of July 3, 2021, through June 30, 2024. This side letter of Agreement describes the Parties' full and complete agreement to amend that MOU.

The Parties have agreed to replace Article 2 of the MOU as follows:

Article 2 – Wages

1. Salary Schedules

Employees shall be on a five (5) step salary schedule which will be attached as Appendix "B" Salary Schedules.

2. Salary Increases

Effective the first full pay period in July 2022, all classifications shall receive a cost of living increase of eight percent (8.0%).

Effective the first full pay period in July 2022, the Fire Battalion Chief will receive an equity adjustments of eight and a half percent (8.5%).

Effective the first full pay period in July 2022, the Fire Marshal will be benchmarked to the Fire Battalion Chief.

3. Wage Reopener

The parties agree to a reopener to discuss the City's financial position no later than the end of May 2023 on the issue of wage, to determine if an agreement can be reached on wage increases only with any changes to be effective the first full pay period in July 2023, unless agreed otherwise. If the parties cannot agree on a wage increase during a reopener, there shall be no salary adjustment for that year.

4. Call-Back/Standby Pay

Fire Battalion Chiefs who are assigned to standby status will receive \$1.50 per hour.

A Fire Battalion Chief on standby, who is called back to work will receive a minimum of two (2) hours of pay at the rate of time-and-one-half their regular rate of pay.

5. FLSA Overtime Pay

All paid time will count as timed worked for the calculation of FLSA overtime.

Date: 5/19/22

Date: 5/19/22

City of Yuba City

Fire Management

Diana Langley, City Manager

Shane Lawson

Shane Lawson

Michael W. Jarvis

Michael W. Jarvis, Liebert Cassidy Whitmore

Eric Hankins

Eric Hankins

Jesse Frias

Jesse Frias

Michael LaBlue

Michael LaBlue

ATTACHMENT 4

**CITY OF YUBA CITY
SALARY SCHEDULE AND GENERAL COMPENSATION PLAN
EFFECTIVE JUNE 21, 2022**

Fire Management

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS					
			1	2	3	4	5	
6055**	FIRE BATTALION CHIEF	FM	9,870	10,364	10,882	11,426	11,997	Monthly
			40.67	42.71	44.84	47.09	49.44	
6066	FIRE MARSHAL	FM	9870	10364	10,882	11,426	11,997	Monthly
			56.94	59.79	62.78	65.92	69.21	

FIRE DEPARTMENT CLASSIFICATIONS CALCULATED ON A 40 HOUR WORK WEEK:

JCN	CLASSIFICATION	Bargaining Group	SALARY STEPS				
			1	2	3	4	5
6140	FIRE BATTALION CHIEF	FM	9,870	10,364	10,882	11,426	11,997
			56.94	59.79	62.78	65.92	69.21

** Indicates classifications whose hourly rates are computed on the basis of an average 56 hour duty week.

EMPLOYEE BARGAINING GROUPS

- | | |
|-----------------------------------|---------------------------------|
| CON - Confidential | FLM - 1st Level Manager |
| PUE, Local #1 - General Employees | PD - Police Department |
| DH - Department Head | FIRE - Fire Department |
| MM - Middle Manager | PSMM - Police Sworn Mid Manager |
| FM - Fire Management | PS - Police Sergeant |